

APPOINTMENT OF NURSERY TEACHER (Maternity Cover)

Fixed Term from February 2026



ST GEORGE'S
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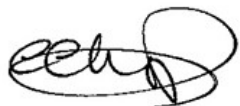
MESSAGE FROM THE HEAD MRS CHANDLER-THOMPSON

Dear applicant,

Thank you for considering joining our welcoming school community at St George's in the beautiful city of Edinburgh. I have the great privilege of leading a dedicated and loyal team of staff who are committed to providing an inspiring environment for our sparky, confident and kind girls to grow up, learn and develop in. We teach and learn within a beautiful campus which inspires us every day. Whether it is the panoramic views of Edinburgh from our Upper School library windows, the secret leafy hideaway of our Fantastical Forest or the creative corners of the dedicated Arts buildings, the school is buzzing with the hum of activity and debate. St George's has been dedicated to educating girls since 1888, and the same guiding principles of boldness and vision sit at the heart of the school, albeit in an entirely different and modern context.

We welcome applications from potential staff who genuinely enjoy working with young people and who are committed to providing a warm and inspiring environment designed especially with girls in mind. Our school community is one where every individual is valued and we welcome a range of perspectives and insights. We always seek to ensure the education that we provide sets our students up well for their futures and is sector-leading. If this sounds like the kind of school environment you would like to work in, please do apply and I hope to meet you in person soon.

Yours faithfully



What makes St George's special?

Our warmth, expertise and personalised approach builds ambitious, fearless young women with personality. We amplify the voice of every girl and equip them to be robust, empathetic change-makers. Over 95% of girls achieve their first-choice destination after leaving school.

Why work for St George's School, Edinburgh?

- We are specialists in all-girls education since the days of our pioneering founders in 1888. We remain equally ambitious for students today by confronting stereotypes and enabling each girl to find and use their voice.
- We have a supportive, aspirational culture where staff inspire girls to achieve their best through positive relationships, high expectations and expert teaching.
- We firmly believe that we are equipping our pupils with confidence, resilience and self-belief which they will carry on through into life at university and beyond.
- We are a close-knit community where strong communication within the school, and the size of each section of the school, mean that girls are truly well known by their teachers, and feel connected with those around them.

We focus on the individual

St George's focus on the individual is paramount: each girl is encouraged in her distinctive talents and interests to achieve her true potential. Our emphasis is upon supporting each individual chosen pathway. Whatever a girl's ambitions and passions are, we help them get there. We are equally skilled at supporting applications to Oxbridge, to apprenticeships and highly competitive Art Foundation courses.

Opportunity and empowerment

St George's genuinely offers an all-round education. The breadth of choice in our academic curriculum, range of clubs and activities on offer, and the emphasis on giving a voice to the students helps to encourage an atmosphere of open dialogue. This means that every girl grows in knowledge of herself, has confidence in her own abilities and is comfortable in her own skin.

An all-through school

St George's is one of Scotland's largest girls' schools and the only all-through girls' school in Edinburgh for girls from 3 to 18 years. Boys are welcome in the nursery and to the end of P3.

Nearly 600 girls from ages 3 through to 18 flourish in their own sections of the school. Nursery accommodates children from the term of their 3rd birthday through to age 5; Junior School takes pupils from age 5 to 10 through P1 to P5. In our unique structure, Lower School follows for girls from ages 10 to 13 (P6, P7, S1); Upper School is the final phase from age 13 to 18.



Houldsworth House, the onsite boarding house, offers up to 50 girls from the UK and abroad, from the age of 10, a residential facility which adds an international dimension to our outward-looking community.

Houses: Pupils are attached to a particular house throughout their time at St George's and family members all belong to the same house.

Excellent levels of academic attainment

We figure consistently highly in the independent schools' league tables for Scottish Advanced Higher results. This success is a product of the all-girls' learning environment, inspiring and dedicated teachers and the personal support that we can offer to the girls.

The curriculum is coherent across the whole school and GCSE, as a two-year programme, provides an excellent foundation for moving on to Scottish Higher and Advanced Higher. We offer exceptional qualification pathways.

Students are highly motivated to achieve the best of their abilities. Most achieve their first choice of post-school destination. The Heads of Sixth Form and Careers are instrumental in ensuring the high quality of student welfare, the Sixth Form enrichment programme, careers guidance, work experience and UCAS applications which lead to meaningful destinations.

To offer further academic support to students, the extensive Support for Learning Department provides additional support and some teachers take on the role of academic mentors.

Co-curriculum

We run a co-curriculum that is character building – it fosters risk taking and thus develops courage and spirit. Our emphasis on learning outside the classroom, to support learning inside the classroom, is very important to us. We genuinely believe in a creative and balanced education hence the value we place upon a rich and diverse co-curricular and enrichment programme which broadens horizons and encourages ambition.

International perspective

We facilitate international education through global partnerships and exchanges. With overseas boarders and ESOL support, we prepare students to thrive in global opportunities.

Campus and facilities

St George's is situated on a spacious parkland campus with plenty of lawned landscaped school grounds and green playing fields in the popular, leafy residential area of Murrayfield.



Location

Located in the heart of Edinburgh, we have excellent transport links and access to a cosmopolitan, cultural hub.

Pastoral and community

The welfare, well-being and personal and social education of each student are of central importance. This is a central tenet of the girls' educational experience and is founded on excellent relationships throughout the school.

Our community is one where we want every individual to feel they belong and are celebrated. Open-mindedness and sense of shared aims within the community is reflected in a mutually supportive and welcoming staffroom.

We are a school where students from a rich variety of backgrounds (ethnic, national, geographical, linguistic and socio-economic) mix readily and easily. We consider ourselves to have broad horizons and value internationalism, in light of the global opportunities that we are preparing girls for.



VACANCY DESCRIPTION

NURSERY TEACHER (Maternity Cover)

Job Purpose

- To be responsible to the Head of Junior School and Nursery to provide high-quality, play-based teaching and learning experiences for children in the Early Years, ensuring their safety, wellbeing, and development which is guided by Curriculum for Excellence (early level), Realising the Ambition: Being Me (2020), the Health and Social Care Standards (2017) and further best practice in Early Learning and Childcare settings.
- As part of the all-through school community, the Nursery Teacher plays a vital role in ensuring smooth transitions for children through Nursery and into the Junior School, with a focus on pastoral care and emotional development, while fostering strong relationships with children, families and colleagues.
- The post-holder will lead by example in creating a nurturing, stimulating, reflective and inclusive environment, working closely with the Lead Practitioner and overseeing the team of Early Years Practitioners.

Accountable to

Head of Junior School and Nursery

Key responsibilities

Teaching and Learning

- Plan, deliver and evaluate high-quality learning experiences aligned with the school's vision and educational values.
- Ensure learning is child-centred, play-based, and supports children's curiosity, creativity, and independence and is compatible with the Curriculum for Excellence (early level), Realising the Ambition: Being Me.
- To encourage children to take an active part in all aspects of the Early Years environment, and to ensure that there is a focus on each individual child's intellectual, social, physical and emotional development.
- Use effective assessment approaches, including observation and tracking, to monitor children's progress and share this with families and colleagues, in line with How Good is Our Early Learning and Childcare? (HGIOELC) quality indicators.
- Support smooth and effective transitions within the Nursery, and from preschool into Primary 1.
- Support activities outwith the nursery classroom (such as trips, visits or competitions) which underpin and enhance the effective delivery of the curriculum.
- To follow guidelines and meet deadlines for recording and reporting the children's progress.



VACANCY DESCRIPTION

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Leadership and Teamwork

- Provide professional leadership, support, and guidance to the Nursery team of Early Years Practitioners in line with the expectations of HGIOELC.
- Work collaboratively with the Lead Early Years Practitioner to oversee daily organisation, planning, and quality of provision.
- Promote a positive, inclusive, and respectful working culture within the Junior School and Nursery team, consistent with the Health and Social Care Standards.
- Attend all relevant meetings with colleagues and parents, and to participate in nursery and school in-service training, as directed by the Head of Junior School and Nursery.
- Alongside the Head of Junior School and Nursery, contribute to the professional development of Nursery staff through identifying and supporting training needs, mentoring and sharing good practice.
- Maintain a high personal standard of punctuality and contribute to the smooth daily operational processes of the nursery.
- Work with colleagues to promote and maintain high standards of behaviour throughout the school.

Pastoral Care and Safeguarding

- Promote children's wellbeing and emotional development, ensuring the Nursery provides a safe, nurturing, and stimulating environment in line with the GIRFEC principles.
- Act as a role model for high standards of care and professional practice.
- Work in line with the school's safeguarding and child protection policies and ensure compliance with regulatory Care Inspectorate requirements.
- Ensure that any concerns about a child's development or welfare are discretely and sensitively handled and promptly conveyed to the appropriate member of the school safeguarding team.
- Ensure knowledge and observation of health and safety procedures with regards to the nursery environment and practices.



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Partnership with Parents and the School Community

- Build strong relationships with parents and carers, ensuring open communication and partnership in each child's development.
- Follow school guidelines for termly reporting to parents about their child's progress and areas for development in nursery, including daily updates about nursery events and learning activities.
- Contribute to wider school life and maintain strong links with the Junior School to ensure continuity of experience.
- Represent the Nursery positively to colleagues, prospective families and visitors.

Professional Responsibilities

- Maintain registration with the General Teaching Council for Scotland (GTCS) and meet relevant professional standards.
- Keep up to date with current developments in Early Years education, including Realising the Ambition, HGIOELC, and the Health and Social Care Standards and contribute to the ongoing development of Nursery practice.
- Undertake any other duties reasonably requested by the Head of Junior School and Nursery.
- Seek the Head's authorisation for any anticipated absence from school; to give as much notice as possible of unavoidable absence through sickness.
- Participate reflectively in the school's system of professional review;
- To attend all relevant Staff Meetings and in-service days and any training courses

Addendum

- The above responsibilities are subject to the general duties and responsibilities contained in the Contract of Employment.
- Within St George's structure references to the Primary department cover Nursery through to Primary 6.
- This job description allocates duties and responsibilities but does not direct the particular amount of time to be spent on carrying them out and no part of it may be so construed.
- This job description is not necessarily a comprehensive definition of the post. It will be reviewed as appropriate and it may be subject to modification or amendment at any time after consultation with the holder of the post.



PERSON SPECIFICATION NURSERY TEACHER (Maternity Cover)

Essential

- GTCS registration (Primary/Early Years).
- Strong knowledge of Curriculum for Excellence (Early Level) and Early Years pedagogy.
- Understanding of Realising the Ambition: Being Me, HGIOELC, Care Inspectorate quality indicators for Early Learning and Childcare, and the Health and Social Care Standards.
- Experience of working in a Nursery or Early Years setting.
- Ability to lead, motivate, and work collaboratively with a team.
- Strong interpersonal and communication skills, with children, families, and colleagues.
- Commitment to safeguarding, child wellbeing, and inclusion.

Desirable

- Experience of supporting staff development and mentoring.
- Additional qualifications, experience or training in Early Years or child development.



Benefits package

- Reduced school fees and wraparound care at St George's School
- Pension contribution
- Staff lunches
- Access to school buses on school bus routes (small charge payable)
- Professional learning and development opportunities
- Employee Assistance Programme
- Generous annual leave entitlement
- Cycle to work scheme
- Opportunity to benefit from the use of school facilities; libraries; sports facilities etc
- Death in service benefit
- Opportunities for teaching staff to apply annually to undertake a collaborative professional development exchange / visit with partner school (s)
- Opportunity to join our community and contribute to social, music, drama and other events and activities

Hours of Work

- Full Time - 1 FTE
- Fixed Term Maternity Cover from February 2026 until the end of the year.

Salary Details

- Salary will be at the appropriate point on Main Grade Scale – dependent on experience.

Key dates

- Closing Date - 26th October 2025
- Interviews - TBC

